

Rock Valley CSD

Rock Valley EA

7/1/2006 6/30/2008

Rock Valley Board of Education

ROCK VALLEY CSD/EA Third Negotiation Proposal Two-Year Agreement – 2006-2008 May 18, 2006

06-08

Introduction

The Iowa Legislature has established a growth factor of 4% for the next several school years. This growth factor is called allowable growth. For the 2006-2007 school year, this "new" money equates to \$98,833. Further, it is anticipated that our school district would receive "new" money of approximately \$17,577 from open enrolled students (93 students at \$189 each). This projection is given to Iowa Schools by the Iowa Department of Management and Budget. In real terms, the district's allowable growth amounts to a 3.71% actual increase due to lost enrollment during the 2005-2006 school year of 1.3 students. Further, we expect a decrease in enrollment for the upcoming school year. Therefore, a fair estimation for negotiation purposes is that the Rock Valley Community School District will have \$116,410 (\$98,833 + \$17,577) in increased revenues. The school board also anticipates a similar amount of "new money" for allowable growth in the 2007-2008 school year. Thus, it is estimated that in a two-year period, the Rock Valley Community School District will have approximately \$232,000 in allowable growth and open enrollment new revenues. This assumes that we do not lose enrollment. One must also remember that the 4% allowable growth is only a promise by the Iowa Legislature and not always a solid commitment, as these fund increases have been cut in past fiscal years to balance the budget of Iowa government. In fact, this has occurred at least once within the past nine years.

While it is the position of the Rock Valley Board of Education that teachers should be properly paid, it should also be understood that other classes of employees must also be paid out of the 4% allowable growth and open enrollment revenues.

With the aforementioned items in mind, the Rock Valley Board of Education proposes the following bargaining items:

Salary

Propose a two-year contract including an 8.46% salary and benefit increase over those years with the district paying the additional expense incurred for an employee's insurance. This potential salary increase can be applied in different ways according to the negotiated settlement which is reached between the Board of Education and the RVEA. In addition to the proposed salary increases, Teacher Compensation money should be approximately \$1200-\$1500 per instructor. Additionally, it was determined by the 2005-2006 Iowa Legislature that teachers in Iowa would be receiving an additional (approximate) \$1,000 due to new legislation. The 8.46% offer by the Board of Education amounts to \$200,569.00 of an anticipated \$ 232,000.00 in new monies for the next two school years. That is **86.5 %** of all anticipated new monies for the next two school years. It should be noted that other categories of employees, such as aides, kitchen helpers, secretaries and janitors still need to be paid out of these same new monies. Their wage or salary increase maybe directly impacted by the remaining amount of new monies that is left for such wage or salary increases.

Contract Days

- Increase current contract days from 190 to 191. Teacher compensation formally given on a per diem basis (1 day in 2005-2006 school year) will now be added to the salary schedule, and included in the negotiated salary settlement, and not paid out separately.

Justification:

The Iowa Legislature added this day and expectation in a previous school year (2005-2006).

Insurance

- Continuing with ISBA and Wellmark. Rate increases currently will be approximately .84% for the 2006-2007 school year. A general estimate, although it is unknown, would be an 11% increase for the 2007-2008 school year.
- We will continue to honor our commitment to existing family stipend beneficiaries by contributing \$1952.40 per school year. Additionally, we will provide a family stipend benefit for new incoming staff during the 2006-2007 school year. Thereafter, no new family stipend benefits will be provided by the school district.

Additional Information

Ten Year History of Settlements in Rock Valley

School Year	State	Rock Valley
2005-2006	4.36	3.15
2004-2005	3.82	4.99
2003-2004	3.88	3.88
2002-2003	3.92	3.90
2001-2002	4.00	4.03
2000-2001	4.46	6.24
1999-2000	4.07	7.18
1998-1999	4.00	5.06
1997-1998	4.30	7.70
1996-1997	4.30	4.60
Totals	4.111	5.073

Additional Provisions

Proposed Cost Estimate Calculated by Art Friedrich:

	Actual for 05-06	Proj0607	Increase	%	<<<0607 Base is: 27245
Schedule A	1762439.79	1850852.38	88412.58	5.02	
Extra Duty	19852.00	20435.00	583.00	2.94	
Athletics	96828.00	101969.00	5141.00	5.31	
Extended Contract	7316.26	7737.66	421.39	5.76	
Miscellaneous	0.00	0.00	0.00	#DIV/0!	
FICA & IPERS	252782.43	265453.20	12670.77	5.01	
Est. Emp. Ins. Share	66100.02	82566.60	16466.58	24.91	
Estimated Bd. Ins. Share	232921.38	231381.48	-1539.90	-0.66	
New Bd Costs, w/o Ins			107228.75	5.01	
New Bd Costs, w/ Ins			105688.85	4.46	
	Actual for 05-06	Proj0708	Increase	%	<<<0708 Base is: 28160
Schedule A	1762439.79	1907266.00	144826.21	8.22	
Extra Duty	19852.00	17066.00	-2786.00	-14.03	
Athletics	96828.00	105374.00	8546.00	8.83	
Extended Contract	7316.26	8197.24	880.97	12.04	
Miscellaneous	0.00	0.00	0.00	#DIV/0!	
FICA & IPERS	252782.43	273079.03	20296.60	8.03	
Est. Emp. Ins. Share	66100.02	105320.07	39220.05	59.33	
Estimated Bd. Ins. Share	232921.38	261726.52	28805.14	12.37	
New Bd Costs, w/o Ins			171763.79	8.03	
New Bd Costs, w/ Ins			200568.92	8.46	

The above terms and conditions between the Rock Valley School District and Rock Valley Education Association have been agreed as indicated by the signatures below:

Karin Boere
Board President
Date 5-24-06

Lodd VandenVelde
Association President
Date 5-23-06

Schedule for 06 - 07

COLUMN	B A		B A + 15		B A + 30		M A		M A + 15		1st Year	2nd Year	3rd Year	POSITION
FACTOR	1.00		1.04		1.08		1.12		1.16					
Ftr Full Step	1.025		1.025		1.025		1.025		1.025		1025.00	1368.00	1706.00	Asst CC
# Full Step	13		15		17		19		21		3416.00	3755.00	4107.00	Head Coach
Ftr Half Step	1.0125		1.0125		1.0125		1.0125		1.0125		2048.00	2398.00	2732.00	Asst Coach
# Half Step	0		0		0		0		0		1711.00	1882.00	2051.00	JH Coach
*****											2733.00	3007.00	3279.00	Head Tk SB BB
1	27245.00	1	28334.80	1	29424.60	1	30514.40	1	31604.20		1825.00	2005.00	2186.00	Asst Tk SB BB
2	27926.00	2	29043.00	2	30160.00	2	31277.00	2	32394.00		1368.00	1534.00	1710.00	ChLd; JH TK & VB
3	28624.00	3	29769.00	3	30914.00	3	32059.00	3	33204.00		3416.00	3755.00	4107.00	Volleyball
4	29340.00	4	30513.00	4	31687.00	4	32860.00	4	34034.00		2048.00	2398.00	2732.00	Asst VB
5	30074.00	5	31276.00	5	32479.00	5	33682.00	5	34885.00		3293.00	3839.00	4567.00	Ath Dir
6	30826.00	6	32058.00	6	33291.00	6	34524.00	6	35757.00		1706.00	2048.00	2398.00	Golf Coach
7	31597.00	7	32859.00	7	34123.00	7	35387.00	7	36651.00		2732.00	3075.00	3416.00	Band Dir
8	32387.00	8	33680.00	8	34976.00	8	36272.00	8	37567.00		2048.00	2398.00	2732.00	Vocal Dir
9	33197.00	9	34522.00	9	35850.00	9	37179.00	9	38506.00		687.00	1025.00		EL-JH Band
10	34027.00	10	35385.00	10	36746.00	10	38108.00	10	39469.00		500.00			Rgt to Knw Dir
11	34878.00	11	36270.00	11	37665.00	11	39061.00	11	40456.00		343.00			Pep Club
12	35750.00	12	37177.00	12	38607.00	12	40038.00	12	41467.00		482.00			St Coun Adv
13	36644.00	13	38106.00	13	39572.00	13	41039.00	13	42504.00		1139.00			Dramatics
14	#N/A	14	39059.00	14	40561.00	14	42065.00	14	43567.00		1139.00			School Play
15	#N/A	15	40035.00	15	41575.00	15	43117.00	15	44656.00		590.00			Asst Drama
16	#N/A	16	#N/A	16	42614.00	16	44195.00	16	45772.00		343.00			FFA
17	#N/A	17	#N/A	17	43679.00	17	45300.00	17	46916.00		685.00			TSA
18	#N/A	18	#N/A	18	#N/A	18	46433.00	18	48089.00		687.00			Chaperone
19	#N/A	19	#N/A	19	#N/A	19	47594.00	19	49291.00		1368.00			Newspaper
20	#N/A	20	#N/A	20	#N/A	20	#N/A	20	50523.00		2048.00			Annual
21	#N/A	21	#N/A	21	#N/A	21	#N/A	21	51786.00		683.00			Prom Dir
22	#N/A	22	#N/A	22	#N/A	22	#N/A	22	#N/A		1368.00			Equity Coord
											1368.00			Level I Invest

Schedule for 07 - 08

COLUMN	B A		B A + 15		B A + 30		M A		M A + 15		1st Year	2nd Year	3rd Year	POSITION
FACTOR	1.00		1.04		1.08		1.12		1.16					
Ftr Full Step	1.025		1.025		1.025		1.025		1.025		1059.00	1414.00	1763.00	Asst CC
# Full Step	13		15		17		19		21		3531.00	3881.00	4245.00	Head Coach
Ftr Half Step	1.0125		1.0125		1.0125		1.0125		1.0125		2117.00	2479.00	2824.00	Asst Coach
# Half Step	0		0		0		0		0		1768.00	1945.00	2120.00	JH Coach
*****											2825.00	3108.00	3389.00	Head Tk SB BB
1	28160.00	1	29286.40	1	30412.80	1	31539.20	1	32665.60		1886.00	2072.00	2259.00	Asst Tk SB BB
2	28864.00	2	30019.00	2	31173.00	2	32328.00	2	33482.00		1414.00	1586.00	1767.00	ChLd; JH TK & VB
3	29586.00	3	30769.00	3	31952.00	3	33136.00	3	34319.00		3531.00	3881.00	4245.00	Volleyball
4	30326.00	4	31538.00	4	32751.00	4	33964.00	4	35177.00		2117.00	2479.00	2824.00	Asst VB
5	31084.00	5	32326.00	5	33570.00	5	34813.00	5	36056.00		3404.00	3968.00	4720.00	Ath Dir
6	31861.00	6	33134.00	6	34409.00	6	35683.00	6	36957.00		1763.00	2117.00	2479.00	Golf Coach
7	32658.00	7	33962.00	7	35269.00	7	36575.00	7	37881.00		2824.00	3178.00	3531.00	Band Dir
8	33474.00	8	34811.00	8	36151.00	8	37489.00	8	38828.00		2117.00	2479.00	2824.00	Vocal Dir
9	34311.00	9	35681.00	9	37055.00	9	38426.00	9	39799.00		710.00	1059.00		EL-JH Band
10	35169.00	10	36573.00	10	37981.00	10	39387.00	10	40794.00		500.00			Rgt to Knw Dir
11	36048.00	11	37487.00	11	38931.00	11	40372.00	11	41814.00		355.00			Pep Club
12	36949.00	12	38424.00	12	39904.00	12	41381.00	12	42859.00		498.00			St Coun Adv
13	37873.00	13	39385.00	13	40902.00	13	42416.00	13	43930.00		1177.00			Dramatics
14	#N/A	14	40370.00	14	41925.00	14	43476.00	14	45028.00		1177.00			School Play
15	#N/A	15	41379.00	15	42973.00	15	44563.00	15	46154.00		590.00			Asst Drama
16	#N/A	16	#N/A	16	44047.00	16	45677.00	16	47308.00		355.00			FFA
17	#N/A	17	#N/A	17	45148.00	17	46819.00	17	48491.00		708.00			TSA
18	#N/A	18	#N/A	18	#N/A	18	47989.00	18	49703.00		710.00			Chaperone
19	#N/A	19	#N/A	19	#N/A	19	49189.00	19	50946.00		1414.00			Newspaper
20	#N/A	20	#N/A	20	#N/A	20	#N/A	20	52220.00		2117.00			Annual
21	#N/A	21	#N/A	21	#N/A	21	#N/A	21	53526.00		706.00			Prom Dir